

## Workshop-Negotiating an Excellent Job

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On January 30, 2013, “Women in ME\*” organized a hand-on workshop: “**Negotiating an Excellent Job**”.

Survey shows that 57% of men negotiate the salary for their first job after university graduation, but only 7% of women do so. How ambitious should your goals be when you negotiate? Is your answer “ambitious to the point of lunacy”? “Maybe it should be”, pointed out by Dr. Lukas Neville, an assistant professor of organizational behaviour in the Asper School of Business at the University of Manitoba. In this workshop, Dr. Neville started with a hand-on ‘fishbowl’ activity to get the attendees thinking about negotiating. He then gave an overview of distributive and integrative negotiation, and the distinct challenges women face. The final part of the workshop is the discussions with three panel members from both sides of the hiring table. The workshop intends to help build the competence and confidence as a negotiator.

The panel members are three successful woman engineers, Ms. Lindsay Melvin (Senior Market and Risk Studies Engineer, Manitoba Hydro), Ms. Andrea Watts (Senior Aircraft Certification Engineer, Transport Canada) and Ms. Shannon Groen (Senior Technical Advisor and Manager, Testing Group, Motor Coach Industries). They shared their experiences and advise in negotiating salaries from both an employee and an employer perspective. The response from the attendees is very positive:

- I found it extremely valuable and got everything and more than I had hoped for out of this session. It was definitely the first step I needed in order to be comfortable to initiate a structured negotiation. The lecture was empowering and I now feel like I have the tools to take me to the next level of successful, cooperative negotiation. Thanks again for setting up such a helpful session!.... Looking forward to the next one.

-I thought the workshop was great. I had never given a thought to negotiating my salary before. I appreciated the statistics (...), and the points mentioned by Dr. Neville and the panel were very useful.

-I really enjoyed the Negotiation workshop and wish I could have taken it when I was still in school!

- I really enjoyed the workshop. The interactive style of the workshop was very interesting, specially engaging the audience right from the beginning even before any presentation. The insights from Dr. Neville and the panelists were very good and helpful.... I hope events like this happen more often as they help students gain valuable skills that are sometimes not taught in the educational programs.

\* Dr. Christine Wu organized an informal group “Women in ME” (Mechanical Engineering) at University of Manitoba. The group consists of woman undergraduate and graduate students in mechanical engineering. The group networks with engineers from industries, government and academia to share the experience and to develop mentorship. Dr. Wu also organizes workshops for professional development. The goal is to inspire and empower women to embark on engineering as their career. “Women in ME” gathers monthly, and the Department of Mechanical Engineering at the University of Manitoba has been sponsoring all the activities.



Pictures from the top: Dr. Christine Wu chairing the event; Dr. Lukas Neville conducting the workshop, three panel members, Lindsay, Shannon and Andrea, some attendees, and the photo at the end of the workshop.